



2022

ANNUAL REPORT



STATE OF INDIANA
CIVIL RIGHTS COMMISSION

YOUR RIGHTS, OUR MISSION.

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MISSION

The Indiana Civil Rights Commission enforces the Indiana civil rights laws and provides education and services to the public in an effort to ensure equal opportunity for all Hoosiers and visitors to the State of Indiana.

VISION

The Indiana Civil Rights Commission will be an important societal influence working to eliminate illegal discrimination in Indiana.



VALUES

We value resolving cases and responding to inquiries in a time frame that provides the people we serve with meaningful results.

We value actions that are fair, consistent, and unbiased.

We value knowledgeable employees to best serve the public's interest.

We value and respect the dignity of each individual and the differences among all people.

We value the ability to treat others the way they want to be treated.

We believe that by embracing these values we will provide the highest quality service to the public.

ABOUT THE COMMISSION

The Commission, a seven-member body, is the ultimate authority and final decision maker for the Indiana Civil Rights Commission. Meeting monthly, the Commission hears appeals of no cause findings, reviews consent agreements, hears appeals of Administrative Law Judge's ("ALJ") Initial Decisions, and makes determinations on all pre-cause motions. The entire Commission may take action on its own, or the Commission may appoint an ALJ to assist with the Commission's adjudicatory duties. Each Commissioner may serve as an ALJ as needed.

ICRC COMMISSIONERS



Steven Ramos
Vice Chair



Holli Harrington
Commissioner



Adrienne Slash
Chair



Alpha Blackburn
Commissioner



Terry Tolliver
Commissioner



James Jackson
Commissioner



Sue Silberberg
Commissioner

AGENCY HISTORY

Indiana's first Constitution, written in 1816, stated: "WE declare, That all men are born equally free and independent and have certain natural, inherent, and unalienable rights; among which are the enjoying and defending life and liberty, and of acquiring, possessing, and protecting property, and pursuing and obtaining happiness and safety."

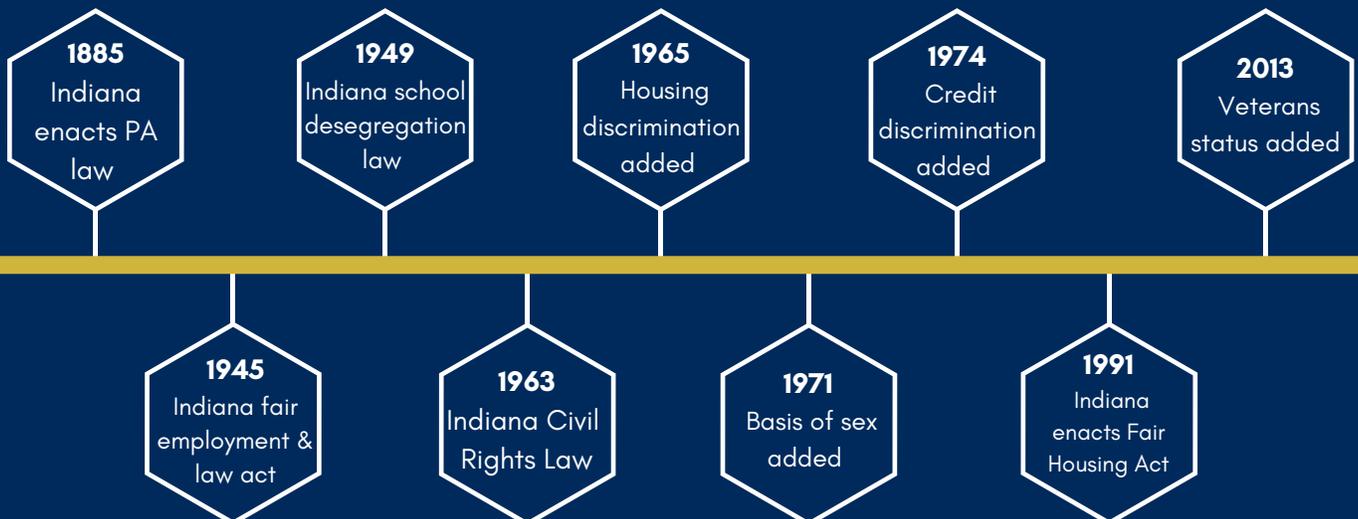
Indiana enacted a public accommodations law in 1885 that stated all persons are "entitled to the full and equal enjoyments of the accommodations, advantages, facilities, and privileges of inns, restaurants, eating houses, barber shops, public conveyances on land and water, theaters, and all other places of public accommodations and amusement, subject only to the conditions and limitations established by law and applicable alike to all citizens."

In 1945, the Indiana General Assembly created a Fair Employment and Labor Act that empowered the Division of Labor to: "remov[e] discrimination with respect to employment because of race, creed, color, national origin, or ancestry."

In 1949, Indiana passed the Indiana School Desegregation Law that "prohibits racial or creed segregation, separation, or discrimination in public schools. . ."

In 1961, Indiana passed the Fair Employment Practices Act, creating the Fair Employment Practices Commission that had power to "receive and initiate and investigate the charges of discriminatory practices." The agency was initially created to encourage employers to hire minority employees, but lacked enforcement authority. However, in 1963, the agency was renamed the Indiana Civil Rights Commission ("ICRC"), and it gained enforcement powers in the areas of employment, education, and public accommodation.

In 1965, the Indiana Civil Rights Law was amended to prohibit discrimination in housing, both rental and sale, on the basis of race—preceding the federal Fair Housing Act (Title VIII of the Civil Rights Act of 1968) by three years. The Civil Rights Law was amended several times in the following years including in 1971 when discrimination on the basis of sex was made unlawful. In 1974, the General Assembly added protections in the provision of credit on the basis of race, religion, color, sex, national origin, or ancestry and also granted the Commission authority to appoint an ALJ to preside over administrative hearings. The following year, ICRC was granted enforcement powers to address discrimination on the basis of disability, fifteen years prior to enactment of the Americans with Disabilities Act. In 1991, the General Assembly promulgated the Indiana Fair Housing Act, an act substantially equivalent to Title VIII which is enforced by the United States Department of Housing & Urban Development ("HUD"). The following year, the Assembly passed the "Hoosiers with Disabilities Act," a law providing substantially equivalent protection to federal law in the area of employment of people with disabilities. In 2013, limited circumstances applied to Veterans were added.



LETTER FROM THE GOVERNOR



Greetings,

Reflecting on 2022, our administration has made significant strides in the quality of services to the people of Indiana. Under the leadership of Executive Director Greg Wilson, the Indiana Civil Rights Commission has proven to be an asset for Hoosiers by making substantial progress toward its mission of eradicating discrimination and providing valuable education and resources for the people who live, work, and visit the great State of Indiana.

As a part of our Next Level Agenda, we are promoting economic development that will incentivize and attract more people to work in Indiana, developing a skilled workforce ready for the challenges of our ever-changing world, and providing good government services for all Hoosiers. With these objectives, it is necessary to have agencies such as ICRC to ensure Indiana Civil Rights Laws are being enforced.

I commend ICRC and the accomplishments listed in this report that emphasize building relationships, celebrating important historical milestones, and furthering our reach statewide. By implementing more streamlined processes, working to spread awareness, and offering resources, the Indiana Civil Rights Commission is one of many state agencies helping take us to a Next Level Indiana.

Sincerely,

A handwritten signature in black ink that reads "Eric J. Holcomb".

Governor Eric J. Holcomb

LETTER FROM THE EXECUTIVE DIRECTOR



As the ICRC Executive Director, I am pleased to acknowledge this report and the work of the Commission members. ICRC holds as its highest priority, a commitment to continuous improvement in order to provide efficient and high-quality customer service to the people of Indiana. ICRC continues to implement streamlined processes and onboard new talent to uphold that commitment and exceed our annual goals.

ICRC's 2022 Annual Report acknowledges our agency's accomplishments. This report reflects our productive partnerships with state and federal agencies, service providers, and community organizations. Together, we are able to provide better awareness, education, and

protection under Indiana Civil Rights Laws to Hoosiers and visitors to Indiana.

ICRC aligned its work around Dr. Martin Luther King, Jr.'s quote "Life's most persistent and urgent question is, what are you doing for others?" The agency focused on this question as a constant reminder that service to others is at the foundation of Indiana's values. To celebrate the life and legacy of Dr. King, ICRC hosted the 31st Annual State of Indiana Dr. Martin Luther King, Jr. Holiday Celebration and Wreath Placing Ceremony. ICRC also began a new tradition of illuminating Dr. King's message through a commemorative light show that played on Monument Circle in Downtown Indianapolis. Later in the year, we hosted two days of service in honor of Dr. King and partnered with other state agencies and local community organizations to beautify a section of the Northwest Landing Neighborhood. ICRC is inspired by Dr. King's message, and we are committed to continuing his legacy through our work and service to Hoosiers and visitors to Indiana.

Our enforcement, education, and outreach efforts work in unison to build community relationships and provide resources. We enhanced and expanded our outreach in an effort to educate Hoosiers about their rights and assist those who have experienced discrimination. I continue to be proud of the accomplishments of the ICRC staff, commissioners, and partners, and look forward to increasing our impact and advancing our mission.

Sincerely,

Gregory L. Wilson, Sr.

AGENCY FUNCTIONS

EXECUTIVE DIRECTOR

The Executive Director is appointed by the Governor to serve as Secretary of the Commission and Chief Administrative Officer of the agency (see IC 22-9-1-8 & 9). The Director is responsible for the administration of the Indiana Civil Rights Law and Fair Housing Act and the overall plans and priorities of the agency. The Director is the Appointing Authority of the agency and is, therefore, responsible for all staffing and budgetary decisions. The Director may sign off on Notices of Finding following the investigation of complaints and may initiate a complaint "in order to vindicate the policy of the state" (see 910 IAC 1-5-6(b)). If reasonable cause is found to believe a Respondent has violated the Indiana Fair Housing Act, the Director must issue a notice of such finding and a charge.

DEPUTY DIRECTOR AND GENERAL COUNSEL

The Deputy Director and General Counsel acts as Director of Operations and Chief Legal Counsel, and is responsible for the case processing operations of the agency from intake to litigation. The Deputy Director manages the interactions between the Intake, Alternate Dispute Resolution ("ADR") and Compliance, Investigation, and Legal Divisions, and directly supervises the Division Directors and staff attorneys. The Deputy Director is also involved in various public outreach and education activities, and serves as the Legislative Liaison for ICRC.

CHIEF FINANCIAL OFFICER

The Chief Financial Officer ("CFO") establishes and monitors the agency's budget, maintains the financial accounts, manages contracts with federal agencies and other entities, coordinates payments to vendors, assists in payroll management, and manages office equipment and supplies. The CFO is also responsible for occasional grant writing and for ensuring compliance/fulfillment of grants and other contractual obligations.

DEPUTY DIRECTOR OF INTERNAL/EXTERNAL PROGRAMMING

The Deputy Director of Internal/External Programming ("DDIEP") position was created in 2022 to oversee the External Affairs Division, the Cultural Commissions, and Special Projects. The DDIEP manages the outreach and education initiatives and other projects that fall outside of the typical operations of ICRC. The DDIEP is also responsible for developing and maintaining partnerships with other Civil Rights and Human Rights organizations across the Midwest region.

EXTERNAL AFFAIRS DIVISION

The External Affairs ("EA") Division carries out all external relations functions of the agency. The EA Division develops and implements ICRC's advertising efforts, maintains ICRC's website and online presence, responds to media inquiries, coordinates training seminars conducted by agency staff, and fosters relationships with state and local government agencies, non-profit organizations, employers, housing providers, and other constituents. The EA Division ensures the public is aware of the rights and responsibilities described in the Indiana Civil Rights Law and Fair Housing Act and is further aware of the functions of ICRC in promoting equality and enforcing the law.

CULTURAL COMMISSIONS

ICRC also houses and provides support to the state's five cultural commissions: the Indiana Commission on the Social Status of Black Males, Indiana Commission for Women, Indiana Commission on Hispanic/Latino Affairs, Indiana Native American Indian Affairs Commission, and the Dr. Martin Luther King, Jr. Indiana Holiday Commission. The cultural commissions exist to provide education, resources, and initiatives for Indiana's diverse communities.

AGENCY FUNCTIONS

INTAKE DIVISION

The Intake Division serves two functions. First, the division is the “first responder,” receiving initial inquiries from the public regarding possible complaints of discrimination. This involves interviewing possible Complainants to determine if the individual has stated a claim within the purview of the Indiana Civil Rights Law or Fair Housing Act. If not, the individual is referred to the appropriate government agency, non-profit organization, or other resource. If such a claim can be made, Intake staff assist the individual in drafting and formalizing a complaint. Other Intake functions involve the docketing of complaints (including data entry into appropriate databases), the creation of complaint files, the handling of correspondence, the issuance of notices, and the execution of other administrative duties necessary for the efficient processing of complaints.

INVESTIGATIONS DIVISION

The Investigations Division is divided into two sections—Employment and REPACE (Real Estate, Public Accommodations, Credit, and Education). Each section conducts similar investigative functions but focuses on particular areas of enforcement. The Employment section investigates complaints involving allegations of workplace discrimination, while REPACE investigates all other complaints filed with ICRC. Investigators identify the issues presented in a complaint and the relevant information to be collected in order to establish whether a violation of the Indiana Civil Rights Law or Fair Housing Act may have occurred. The Investigators are neutral fact-finders who conduct interviews of the parties and any witnesses, request documents, make on-site observations if necessary, and accurately compile the evidence in a Notice of Finding for consideration of the Executive or Deputy Director.

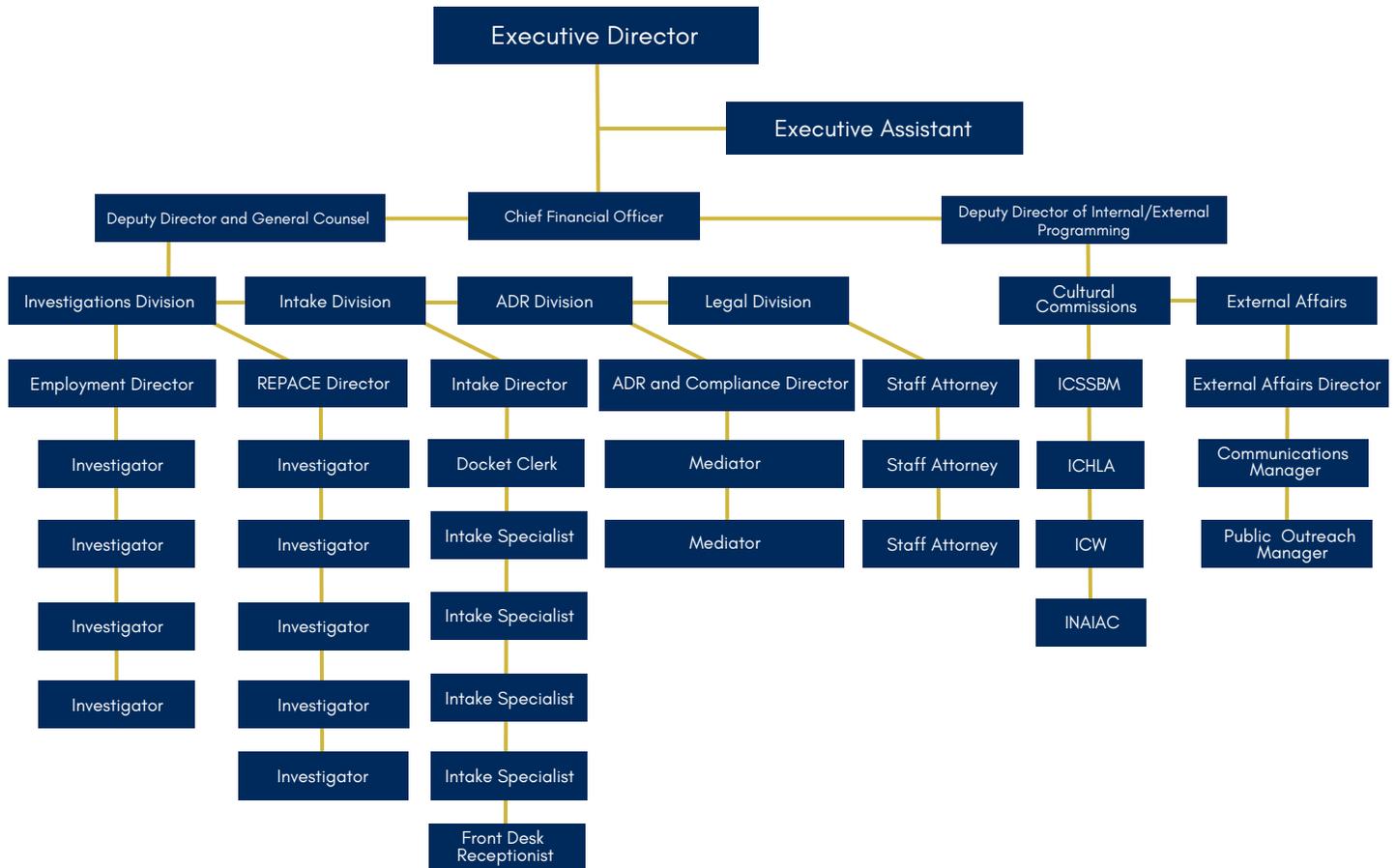
LEGAL DIVISION

The Legal Division effectuates and enforces Indiana’s Civil Rights Law and Fair Housing Act. After a complaint has been investigated and a cause finding is issued, attorneys in ICRC’s Legal Division litigate the complaint. These cases are routinely heard by an ALJ, but they may also be heard in a local circuit or superior court. In either forum, the General Counsel and ICRC staff attorneys advocate on behalf of the public interest to obtain relief for the Complainant, achieve the state’s public policy objectives, and prevent future discrimination through mandatory training, public postings of citizens’ rights, and other affirmative relief. In this way, the Legal Division serves a critical role in working to achieve Indiana’s stated public policy to provide all citizens and visitors to Indiana with equal opportunity for education and employment, and equal access to public accommodations, credit, and housing.

ADR AND COMPLIANCE DIVISION

The ADR and Compliance Division is responsible for attempting and facilitating the voluntary resolution of complaints. The mediators are trained in appropriate ADR techniques and serve as neutral, third-party settlement facilitators. If both parties are interested in ADR, the mediator arranges either in-person or telephonic settlement conferences. The mediator facilitates the settlement discussions and, if a voluntary settlement is reached, assists in drafting the settlement agreement. The ADR and Compliance Division coordinates efforts with the Investigations and Legal Divisions to facilitate settlement discussions throughout the investigation process and into litigation. It also monitors compliance of settlement agreements and judicial decisions to ensure parties comply with the terms and conditions.

ICRC ORGANIZATIONAL CHART



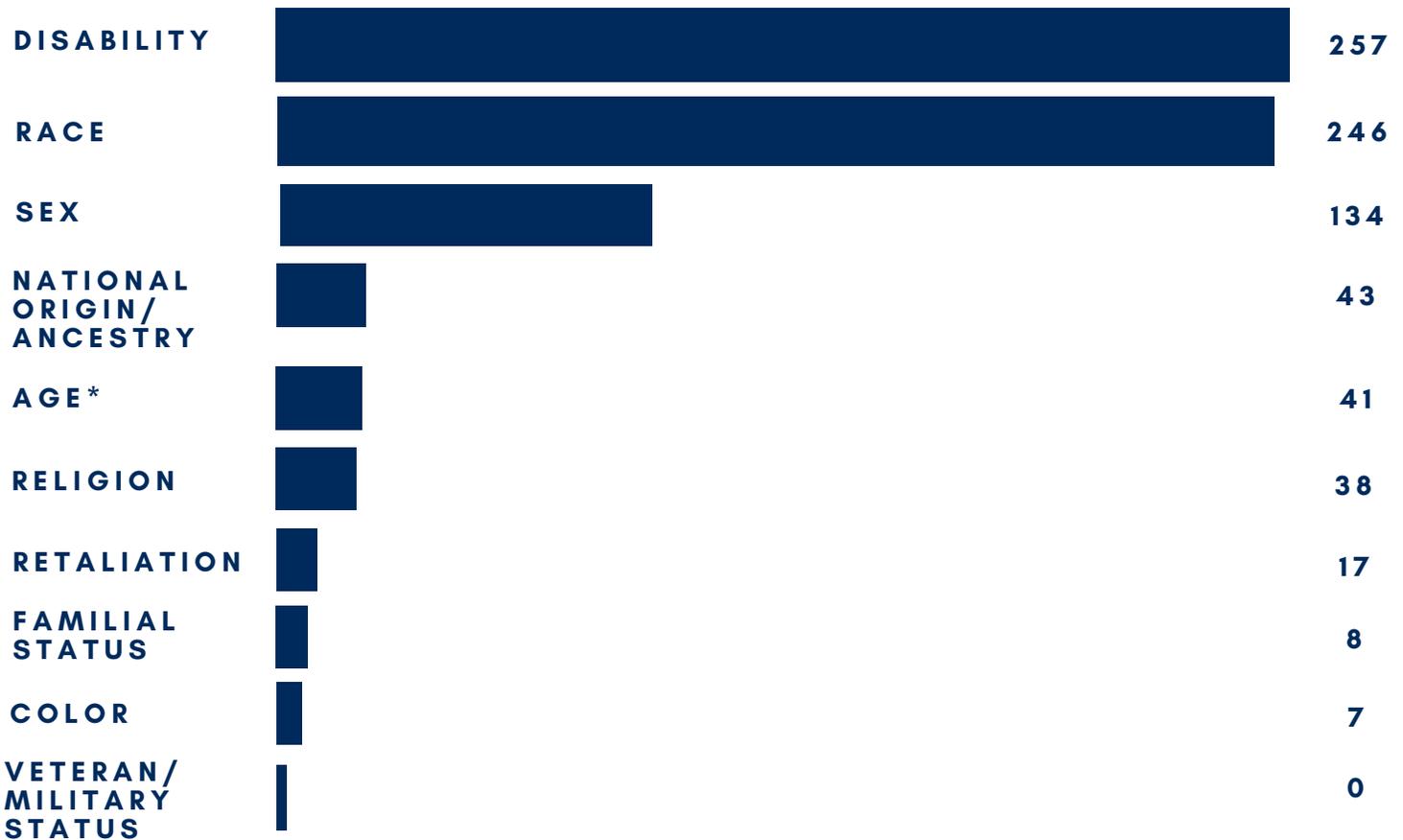
SCAN THE QR CODE TO VISIT
OUR STAFF DIRECTORY TODAY!

YOUR RIGHTS, OUR MISSION.

AGENCY BY THE NUMBERS

HIGHLIGHTS

As the State of Indiana and its citizens continued to return to pre-COVID working conditions in 2022, so too did the inquiry and complaint traffic flowing into ICRC. In fact, in 2022, ICRC had the most inquiries and formalized complaints since 2019. ICRC staff worked diligently to process those cases and bring them to resolution within a timely manner. In 2022, ICRC received **4,661** calls, **2,470** of which were inquiries, and **791** of those inquiries became formalized complaints.



*Investigated by the IN Department of Labor or the U.S. Equal Employment Opportunity Commission ("EEOC")

COMPLAINTS FORMALIZED BY ENFORCEMENT AREA IN 2022



AGENCY BY THE NUMBERS



\$756,000+

TOTAL AMOUNT AWARDED THROUGH
ALTERNATIVE DISPUTE RESOLUTION



INTAKE DIVISION

The Intake Division serves as a gatekeeper for ICRC. When an individual feels they have been subjected to discrimination, they may contact ICRC to file a complaint. All services are free of charge and complaints may be filed via the Civil Right's Portal, telephone, in person, mail, email, or fax. Intake staff are dedicated to answering and processing all inquiries. Intake staff answer questions, make referrals, and draft new complaints. The Intake Division is also responsible for creating the investigation case file and entering data into ICRC's database systems. The Intake Division ensures all case closure documents are submitted to ICRC's federal partners, the EEOC and HUD. In 2022, Intake staff responded to **2,470** new inquiries and drafted **791** new complaints.



An individual calls, fills out an online complaint form, or visits our Indianapolis office.



An Intake Specialist assists with the filing of the complaint at no cost.



After the complaint is formalized, it then moves to the Investigations Division.



SCAN THE QR CODE TO VISIT OUR PORTAL TODAY!



Welcome to the Civil Rights Portal

Create Complaint

Contact Us



"Your Rights, Our Mission"

INVESTIGATIONS DIVISION

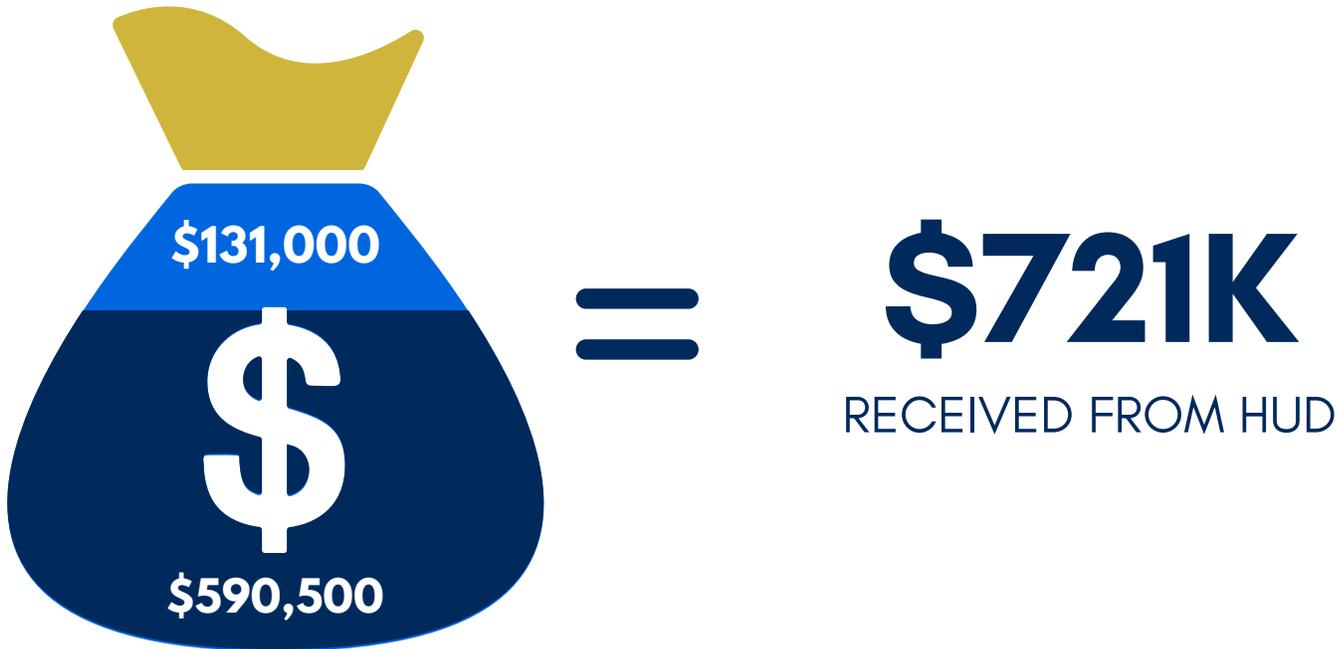
The Investigations Division is divided into two sections—Employment and REPACE (Real Estate, Public Accommodations, Credit, and Education). Each section carries on similar investigative functions while also focusing on particular areas of enforcement. The Employment section investigates only complaints in the area of employment, while REPACE investigates all other complaints filed with ICRC. The Employment section is responsible for meeting the terms of ICRC's partnership with the EEOC. REPACE is responsible for meeting the terms of ICRC's partnership with HUD.

REPACE

The REPACE Investigation Division is responsible for investigating real estate, public accommodations, credit, and education discrimination complaints on the basis of Indiana's protected classes. ICRC has a memorandum of understanding ("MOU") with HUD to process complaints of housing discrimination related to the sale, lease, advertisement, and/or financing of residential property in the State of Indiana. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of efforts.

In 2022, the REPACE Investigation Division exceeded its Fair Housing Assistance Program MOU with HUD by submitting **168** dual filed housing cases. This resulted in **\$590,500 in case processing funds**. Additionally, ICRC received **\$107,000 in partnership funds** and **\$24,000 in special enforcement funds** totaling over **\$721,000** in revenue received from HUD in 2022.

HUD CONTRACT ASSESSMENT



EMPLOYMENT

The Employment Investigation Division is responsible for investigating employment discrimination complaints on the basis of ancestry, color, disability, national origin, race, religion, sex, and veteran’s status. ICRC has a work-share agreement with the EEOC to investigate claims of employment discrimination against entities subject to its laws, including employers with 15 or greater employees, labor unions, and employment agencies. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of efforts.

In 2022, the Employment Investigation Division met its work-share agreement with the EEOC by completing intake and investigative services, which resulted in almost \$271,000 in revenue. Additionally, staff have remained abreast of changes pertaining to employment law arising from COVID-19-related claims, including vaccine mandates and bonuses, by attending numerous virtual trainings. Further, investigators successfully adopted a hybrid remote work model, as part of the Governor’s Next Level initiative, which has allowed for greater flexibility in performing work outside an office setting, while still meeting investigation requirements.

EEOC CONTRACT ASSESSMENT



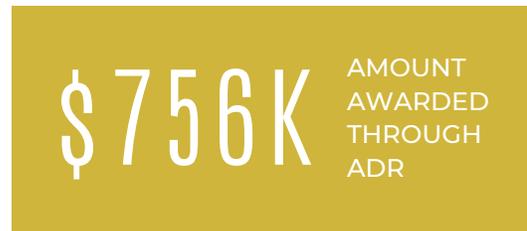
EMPLOYMENT END OF YEAR STATS

| | | | |
|-----------------------------------|------|------|------|
| Open Cases at End of Year | 2020 | 2021 | 2022 |
| | 144 | 118 | 289 |
| Cases Closed During Calendar Year | 2020 | 2021 | 2022 |
| | 289 | 315 | 326 |

ADR AND COMPLIANCE DIVISION

ICRC's ADR and Compliance Division provides neutral dispute resolution services, without charge, to assist parties voluntarily settle unlawful discrimination complaints and/or charges. Cases in litigation can also be ordered to mediation by an ALJ or judge. Conciliation and/or mediation provides an alternative dispute resolution process to investigation and litigation. Conciliations and mediations are conducted by informal negotiations, and by telephonic, video, and in-person conferences. These conferences enable parties to settle disputes in an abbreviated time frame, generally closing out the unlawful discrimination complaint(s) and/or charge(s) filed.

Affirmative, or public interest relief, is often included as a part of the settlement agreement to assist the Commission in enforcing the public policy of the State of Indiana to provide equal opportunity for education and employment, and equal access to public accommodations, credit, and housing. Examples of affirmative relief a Respondent can provide include staff training, policy changes, and verification of legal posting, all in compliance with the Indiana Civil Rights laws and Indiana Fair Housing Act.



For the year 2022, the ADR and Compliance Division, along with staff attorneys, conducted over 85 formal conciliation and settlement conferences and informal negotiations to resolve unlawful discrimination complaints and/or charges. Employment cases remain the highest number of cases settled within the division, with fair housing cases second. Approximately 71% of cases referred to ADR and Compliance in 2022 were resolved by agreement of the parties. Settlement amounts varied depending on the facts and circumstances of the case; however, during 2022, conciliation/settlement agreements reached as high as six-figures. In total, the ADR and Compliance Division facilitated over seven hundred and fifty-six thousand dollars (\$756,000.00) in monetary relief, plus affirmative relief.

ICRC's mediators receive training in all aspects of mediation law as well as in the laws governing ICRC's legal enforcement areas. ICRC's mediators work diligently to protect the parties' expectations of confidentiality and neutrality. In addition to dispute resolution services, the ADR and Compliance Division works with the Office of the Indiana Attorney General to provide compliance services and assistance with enforcement to ensure parties comply with their agreements and with decisions rendered by judges or ALJs.

ADR SETTLEMENTS OF INTEREST

Greg L. Wilson, Sr. in his official capacity as Executive Director of the Indiana Civil Rights Commission v. Bedford Housing Authority:

Aggrieved Person alleged Respondent failed to grant a reasonable modification and accommodation by failing to respond to their request to install a grab bar on the back wall of their tub, by failing to respond to their request for a parking space closer to their unit, and by failing to respond to their request to transfer to a unit with a larger bathroom to accommodate their need for use of a wheelchair, scooter, and walker. The parties engaged in a conciliation conference and agreed to resolve the dispute by Respondent providing affirmative relief in the public's interest through training, posting the Indiana Fair Housing poster in all leasing offices, and submitting new policies on reasonable accommodations and modifications to ICRC for review. Respondent also agreed to a settlement amount of fourteen thousand dollars (\$14,000.00) to the Aggrieved Person for emotional distress and other compensatory damages.

Greg L. Wilson, Sr. in his official capacity as Executive Director of the Indiana Civil Rights Commission v. Alight West Lafayette/The Scion Group, LLC.:

Aggrieved Persons were students living in Respondent's housing located near a major university. They alleged Respondent subjected them to less favorable terms and conditions in housing, made discriminatory statements, and discriminated against them by terminating their tenancy due to their familial status. The parties engaged in conciliation and Respondent agreed to provide training on the Indiana Fair Housing Act to all its leasing representatives, including information on familial status discrimination. Respondent further agreed to provide a settlement amount of over twenty-thousand dollars (\$20,000.00) to the Aggrieved Persons for emotional distress and compensatory damages.

Gregory L. Wilson, Sr. in his official capacity as Executive Director of the Indiana Civil Rights Commission v. Angola Housing Authority, et al.:

Aggrieved Person alleged Respondents unlawfully made housing unavailable, engaged in intimidation and interference with the Aggrieved Person's exercise of their fair housing rights, provided discriminatory terms and conditions in housing, and failed to make a reasonable accommodation on the basis of the Aggrieved Person's and their family member's disability. The parties engaged in a conciliation conference. An agreement was reached where Respondent agreed to train all management-level staff on the Indiana Civil Rights Law and Fair Housing Act, including on reasonable accommodation, and unlawful disability discrimination. Respondents additionally agreed to submit verification of legal posting of Indiana Fair Housing posters at all leasing offices, and to submit policies regarding reasonable accommodations and disability discrimination for review by ICRC. Respondent further agreed to provide a settlement amount of four thousand dollars (\$4,000.00) to the Aggrieved Person for their emotional distress and other compensatory damages. The individual neighbors named in the complaint agreed to issue an apology letter to the Aggrieved Person, and to refrain from discrimination against the Aggrieved Person, or any other individual in the exercise of their rights under the Indiana Fair Housing Act.

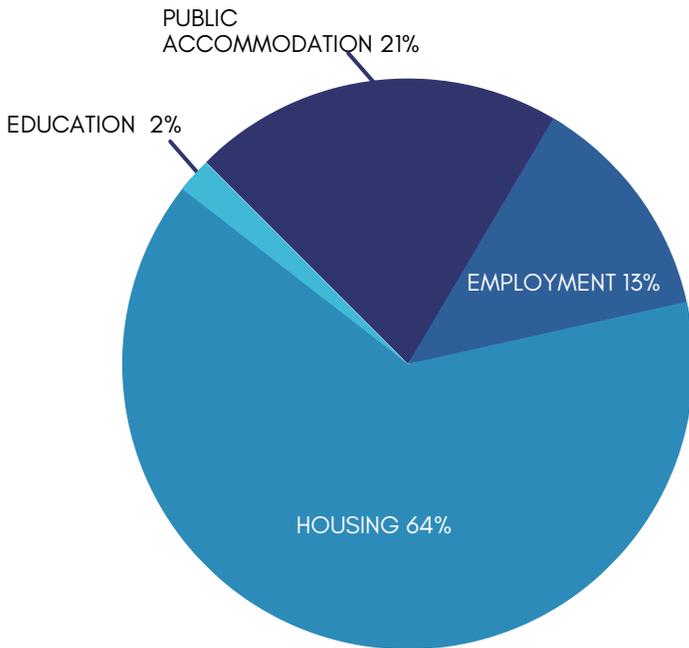
LEGAL DIVISION

ICRC's Legal Division serves a critical role in effectuating Indiana's public policy goal of providing every individual in the State of Indiana equal access to housing, education, employment, public accommodations, and credit. The Legal Division consists of the General Counsel, staff attorneys, and legal externs/interns. The legal staff provide legal services throughout the complaint process to enforce Indiana's Civil Rights Law and Fair Housing Act.

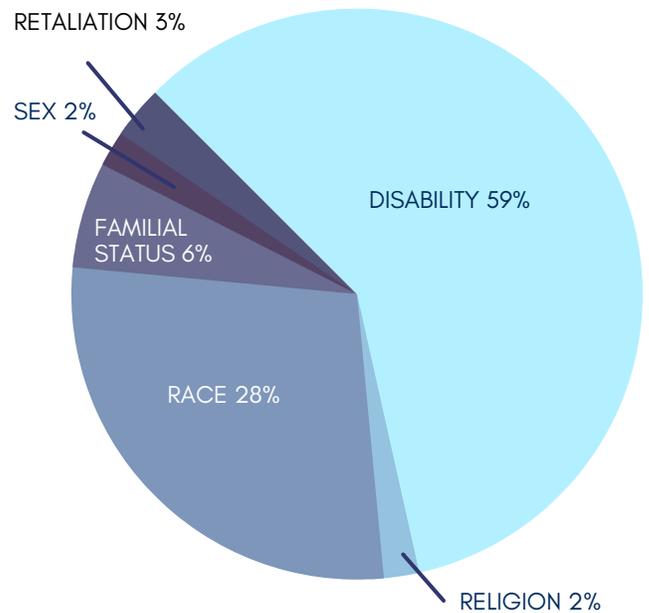
The Legal Division provides ongoing advice to ICRC's Intake Specialists and Investigators, who are responsible for processing complaints of alleged unlawful discrimination filed with ICRC. If an investigation results in a cause finding, the case moves to the staff attorneys who present cases on behalf of Complainants and prosecute cases initiated by the Executive Director. The Legal Division litigates cases in administrative and judicial forums across the State. Regardless of the forum, ICRC's legal staff advocate on behalf of the public interest to obtain relief for those aggrieved by discriminatory acts and to prevent future discrimination through injunctive and affirmative relief.

In addition to its day-to-day functions, the Legal Division performs advisory and educational duties, including providing training to the public and ensuring public records requests received by the agency are processed according to applicable Indiana state laws regarding agency transparency, privacy, and confidentiality. In 2022, ICRC received **50** public records requests.

OPEN LITIGATION CASES*



Enforcement Area



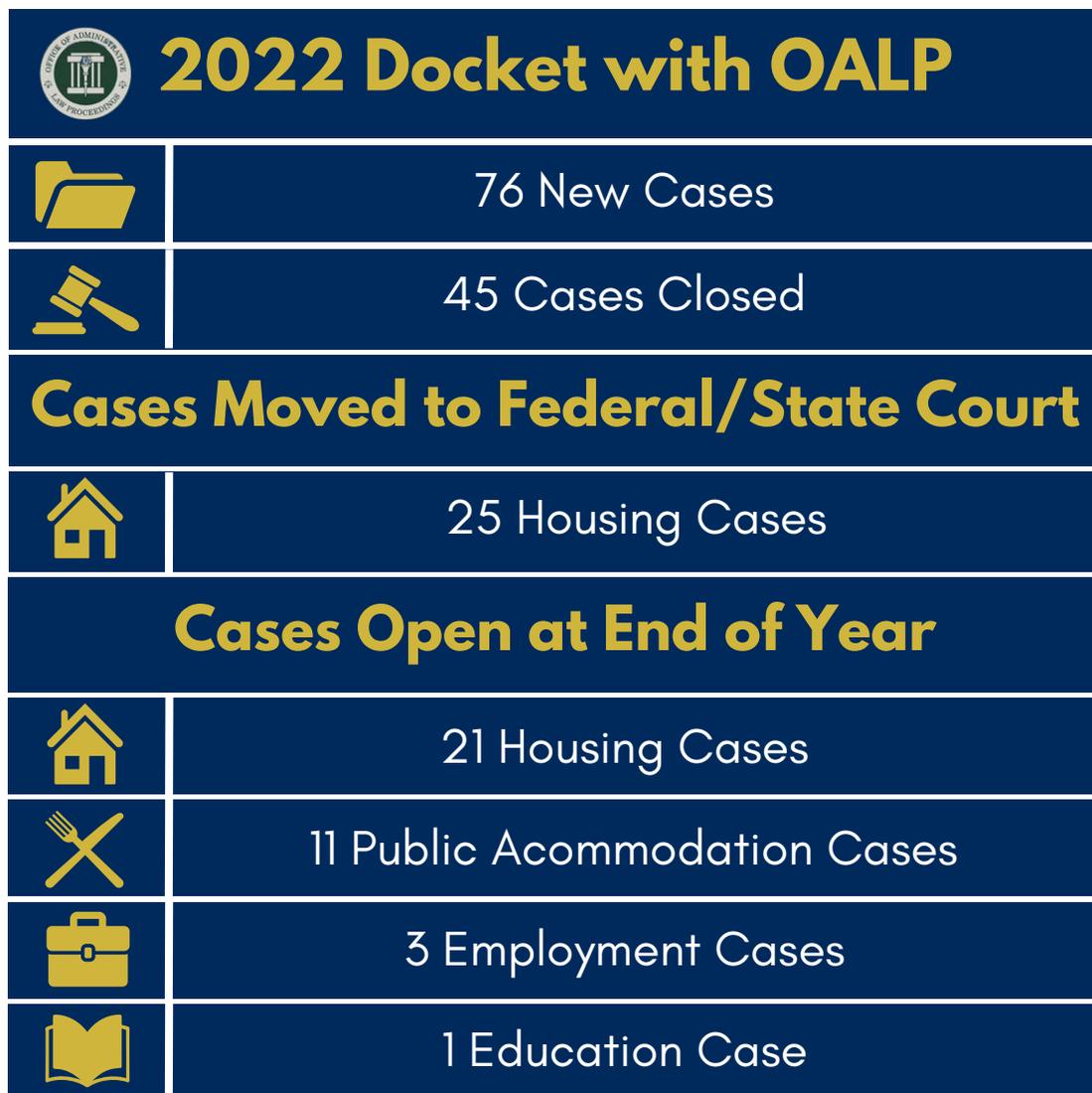
Protected Class

*As of December 31, 2022, there were 61 total open litigation cases

INDIANA CIVIL RIGHTS COMMISSION ACTIVITIES

The Commission is statutorily tasked with adjudicating claims of discrimination after a finding of cause has been made by the Executive or Deputy Director based on the evidence collected during the neutral investigation. Adjudication before the Commission is completed in two stages. First, the parties appear before the assigned Office of Administrative Law Proceedings ("OALP") ALJ, who manages motions practice, conducts the hearing, and issues an Initial Decision. Second, the Commission, who is the ultimate decision-maker for the agency, conducts a review of the ALJ's initial decision and determines whether to affirm, modify, dissolve, or remand it.

During 2022, **76** new cases were opened and assigned to an ALJ and **45** cases were closed. As of December 31, 2022, **36** cases remained open with OALP, and **25** cases had been moved to State or Federal Court by a notice of election or private lawsuit. At the close of the year, ICRC's docket with OALP was comprised of **3** employment cases, **21** housing cases, **1** education case, and **11** public accommodation cases; all **25** cases pending before State or Federal court are housing cases. Approximately **50** final orders were entered by the Commission in 2022.



FINAL DECISIONS BY THE COMMISSION

Scully v. Matey's Bar and Grill (PAra19050286)

Complainant alleged Respondent discriminated against him on the basis of race in denying him equal opportunity to access a place of public accommodation. Respondent defaulted and the ALJ conducted a hearing, accepted Complainant's allegation as true, and found Respondent had engaged in discriminatory conduct. The ALJ ultimately awarded Complainant \$10,000.00 in damages for emotional distress. The ALJ also required Respondent to post non-discrimination notices and amend its discriminatory dress code policies.

Gregory L. Wilson, Sr. in his official capacity as Executive Director of the Indiana Civil Rights Commission v. The Lakes at 8201 (HOha20020045)

Aggrieved Persons alleged Respondent discriminated against them on the basis of disability by failing to reasonably accommodate them by assigning them a designated handicap parking spot. Respondent argued it created two additional handicap parking spots and a designated parking spot for the Aggrieved Persons was not necessary for them to enjoy equal access to their housing. The ALJ ultimately dismissed the matter on its merits by granting the Motion for Summary Judgement filed by Respondent.

Gregory L. Wilson, Sr. in his official capacity as Executive Director of the Indiana Civil Rights Commission v. William Freemont (HOse21070271)

Aggrieved Persons alleged Respondent discriminated against them on the basis of sex by creating a hostile environment when he subjected them to frequent sexual comments, sexual touching, and offers to waive rent if they performed sexually in front of him. Respondent defaulted and the ALJ conducted a hearing, accepted Aggrieved Persons' allegations as true, and found Respondent had engaged in discriminatory conduct. The ALJ ultimately awarded Aggrieved Persons a total of \$27,000.00 in damages for emotional distress. The ALJ also required Respondent to post non-discrimination notices in conspicuous places at the property.

Jones v. Hammond Civil Center (PAha17020045)

Complainant alleged Respondent discriminated against him by denying him equal access to a place of public accommodation based on his disability when it required him to call Respondent's staff to access the building and for parts of the building not being accessible. After a public hearing based on Respondent's Motion for Summary Judgment, the ALJ determined Complainant had not met his burden of proof to establish he had been denied equal access to the facility and dismissed the matter.

INTERNSHIP/EXTERNSHIP PROGRAM

ICRC's Internship/Externship Program provides hands-on experience and coveted enforcement insight related to civil rights laws.

Students are introduced to the work of ICRC under the guidance of a supervisor and work with professional staff, specifically with division directors, staff attorneys, and the General Counsel.

Our interns/externs gain experience in various areas depending on their interests and agency operational needs. The areas include: Cultural Commissions, External Affairs, Intake, Investigations, Legal, and ADR.



GIRL SCOUTS CIVIL RIGHTS PATCH PROGRAM

In August of 2022, ICRC launched a redesigned version of the patch program. The program was reintroduced to the Girl Scouts as a part of the "Make New Friends" August Program Kit. The program is filled with lessons on kindness, inclusion, and friendship. As girls journey through the Patch Program they will read a story of a young girl like them. They will learn about civil rights leader, Dr. Martin Luther King, Jr., and have the opportunity to express their creativity through a hands-on activity.

To learn more information about the Civil Rights Patch Program, visit our website at <https://www.in.gov/icrc> and click the patch program button on our homepage.



948

Girl Scouts completed the redesigned patch program in 2022

EXTERNAL AFFAIRS DIVISION

The EA Division develops and implements all external functions of the agency. EA staff manage awareness campaigns, web and social media content, media and public relations, and the coordination of training seminars. To maintain a quality community presence, the EA staff foster relationships with state and local agencies, non-profit organizations, employers, housing providers, and other constituents. In 2022, the EA Division aimed to reach more people through media appearances, events, billboards, bus ads, and targeted Google and YouTube ads. This allowed ICRC to spread awareness and education beyond our previous audience to reach more Hoosiers and develop a prominent digital presence.

17

radio
appearances



30

events



84

billboards



264

fair housing
radio ads



78,316

social media
reach



470

new social
media followers



4.6 M

fair housing
YouTube ad
impressions



8.4 M

fair housing
Google ad
impressions



Reach: the number of unique users who see your post
Impressions: the number of times an ad is presented

2022 EVENTS AND OUTREACH

In 2022, ICRC partnered with organizations across the state to host and attend a variety of virtual and in-person events and programs, connecting with thousands of Hoosiers and visitors to the state. Below are some highlights of the events and outreach from 2022.

31st Annual Martin Luther King, Jr. Indiana Holiday Celebration and Wreath Placing Ceremony

The Dr. Martin Luther King, Jr. Indiana Holiday Commission, Indiana Black Expo, Inc., AFSCME Local 725, and ICRC hosted two events honoring Dr. Martin Luther King, Jr. On Jan. 13, 2022, the 31st Annual Dr. Martin Luther King, Jr. Indiana Holiday Celebration was held at the Indiana State House. The day's events consisted of Gov. Holcomb and other elected officials in attendance to honor Dr. King's legacy, along with an awards ceremony recognizing five individuals for their tireless contributions to the state of Indiana. On Jan. 16, 2022, the Wreath-Placing Ceremony was held at the Indiana War Memorial Soldiers and Sailors Monument. ICRC, in partnership with Downtown Indy and Innovative, also debuted an illuminating light show.

C.O.R.E: Community Outreach Resource and Education

In 2022, ICRC re-launched the remote intake program and rebranded it as C.O.R.E. During the Summer and Fall months, the John Boner Neighborhood Center, the Haughville Library, and the E. 38th St. Library served as satellite locations for Hoosiers and visitors to Indiana to connect with an ICRC staff member in person. Intake Specialists were able to assist patrons with filing discrimination complaints, gathering educational resources, and getting answers to their questions about protection from discrimination.

IBE Summer Celebration: Governor's Reception

ICRC partnered with Indiana Black Expo, Inc, IDOA: Division for Supplier Diversity, and FSSA to host the Annual IBE Summer Celebration Governor's Reception. On July 12, 2022, ICRC hosted this event to acknowledge the outstanding achievement of African Americans throughout the State of Indiana. The awards were presented by the Governor and recognized some of the community's unsung heroes enhancing the need for collaboration and understanding by all Hoosiers.

MLK Days of Service

On September 13 and 14, 2022, ICRC hosted its Annual Days of Service along Martin Luther King Jr. St. in the Northwest Landing Neighborhood in Indianapolis, Indiana. ICRC expanded its Annual Day of Service to two days to coincide with Indiana Governor Eric J. Holcomb's Executive Order that increased State employees' available community service leave to two days. ICRC collaborated with members of the community, the Northwest Landing Association, and the City of Indianapolis to complete a variety of beautification projects to improve the neighborhood's quality of life.

23rd Annual State of Indiana Holocaust Remembrance Program

On November 10, 2022, ICRC partnered with the Jewish Community Relations Council to host the State of Indiana Holocaust Remembrance Program in observance of the anniversary of Kristallnacht. This year's ceremony was centered around the theme of Women of Valor and uplifting the stories of women who are often overlooked.

2022 INTERNAL/EXTERNAL PROGRAMMING SPECIAL PROJECTS

Various special projects were initiated or advanced in 2022 that fall outside of the scope of day-to-day operations within ICRC.

CMS Project

ICRC worked to enhance its Case Management System to better streamline customer service, maintain records, and collect quality data. While this project began in 2019, several significant enhancements were successfully implemented in December 2022.



Regional Partnership Project

ICRC's Regional Partnerships Project established new partnerships with state and regional civil and human rights agencies within 8 states. The partnerships allowed for collaboration and sharing of best practices.



Testing Project

In partnership with the Indiana Housing & Community Development Authority, ICRC completed a fair housing testing project. There were 42 properties across Indiana where a significant difference in treatment was found, resulting in 405 property managers and owners from across the country attending a required fair housing training conducted by ICRC; housing providers learned about Fair Housing Law and discriminatory practices.



INDIANA COMMISSION ON THE SOCIAL STATUS OF BLACK MALES



The purpose of the Indiana Commission on the Social Status of Black Males ("ICSSBM") is to study the social conditions and status of the state's black male population. ICSSBM's goal is to develop strategies to remedy serious adversities and make appropriate recommendations to improve the educational, social, economic, employment, health, and other material conditions and circumstances for Indiana Black males. ICSSBM may receive suggestions or comments pertinent to the issues it studies from members of the general assembly, governmental agencies, public and private organizations, and private citizens.

INDIANA COMMISSION FOR WOMEN



The Indiana Commission for Women ("ICW") is a non-partisan state commission that exists to voice women's needs, concerns, and challenges as well as to celebrate their successes and contributions to Indiana. ICW is committed to the full participation of women in all aspects of society in order to make Indiana a better place to live, work, and raise a family.

ICW works to assess the current needs of and to improve the status of women and their families across the state through advocacy and by partnering with other governmental agencies and outside organizations to leverage the ability to make a positive impact on women's lives. ICW represents Indiana's commitment to improving the quality of life for women and their families.

INDIANA NATIVE AMERICAN INDIAN AFFAIRS COMMISSION



The Indiana Native American Indian Affairs Commission ("INAIAC") was created under the authority of P.L. 283-2003, passed by the Indiana General Assembly in 2003 and codified at IC 4-23-32. The purpose of the INAIAC is to study problems common to Native American Indian residents of Indiana in the areas of employment, education, civil rights, health, and housing. The INAIAC makes recommendations to appropriate federal, state, and local government agencies relevant to these areas of focus and develops its initiatives to address the challenges faced by Native American and Indigenous Hoosiers.

The INAIAC serves as the steward of the Indiana Native American License Plate Trust, and is committed to using its resources to enhance cultural awareness and implement data-driven programs and solutions to support the social, community, and economic development of Native American Indian individuals and communities throughout Indiana.

INDIANA COMMISSION ON HISPANIC/LATINO AFFAIRS



Mission

The Indiana Commission on Hispanic/Latino Affairs is a non-partisan state commission that works toward social, economic, and educational equity for ALL Hispanics and Latinos in Indiana.

Misión

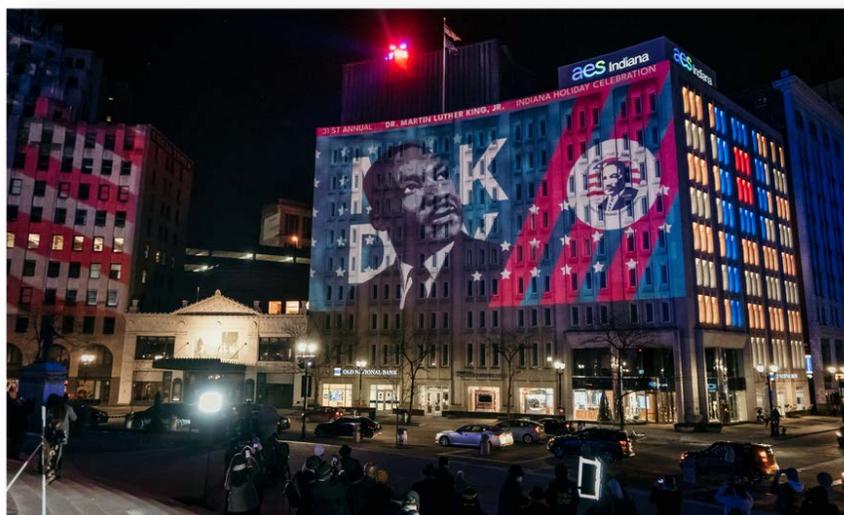
La Comisión de Asuntos Hispánicos y Latinos de Indiana es una comisión estatal independiente de política que trabaja para la equidad educativa, social, y económica para TODOS los hispanos y latinos en Indiana.



DR. MARTIN LUTHER KING, JR. INDIANA HOLIDAY COMMISSION



The Dr. Martin Luther King, Jr. Indiana Holiday Commission's mission is to promote Dr. King's legacy of equality and equal justice and provide educational tools that demonstrate the historical significance and current relevance of Dr. King's life and how it relates to America as a whole. In 1996, the Indiana General Assembly passed legislation for a Dr. Martin Luther King, Jr. Indiana Holiday Commission. The law said the King Commission shall commemorate the birthday of Dr. Martin Luther King, Jr. with programs or activities that honor Dr. King's life and works and to reflect Dr. King's philosophy and dream of freedom, justice, and racial equality through nonviolent social change.





INDIANA CIVIL RIGHTS
COMMISSION

EVENTS AND
OUTREACH





**INDIANA CIVIL RIGHTS
COMMISSION**

**EVENTS AND
OUTREACH**



DR. MARTIN LUTHER KING, JR.

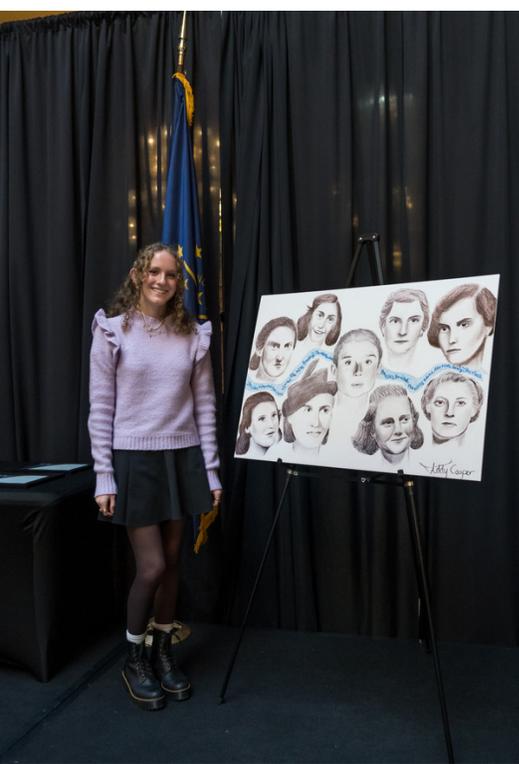
CELEBRATION AND WREATH PLACING



DR. MARTIN LUTHER KING, JR.

DAYS OF SERVICE





HOLOCAUST REMEMBRANCE PROGRAM

VOCABULARY

Alternative Dispute Resolution (ADR) – Various methods of settling complaints during or after the commencement of a full investigation and determination of cause. ADR can include mediation (a formal conference utilizing a neutral, third-party mediator), conciliation (less formal discussions of the parties' interests and willingness to resolve a complaint), or settlement discussions (the least formal form of ADR whereby the facilitator simply transmits offers and counter-offers between willing parties) and is a favored method for resolving complaints as parties can control outcomes and ICRC can preserve resources.

Comparator – A person who is “similarly-situated” to the Complainant but of another “protected class” (i.e., race, religion, sex). In cases of disparate treatment, a comparator is identified as evidence Respondent has treated persons of a different “class” more favorably than otherwise similarly-situated persons.

Complainant – A generic term used to describe the party alleging a discriminatory practice; “Complainant” means a person, including the Commission, who files a complaint.

Disability – “A physical or mental impairment that substantially limits at least one of the major life activities of the individual.” IC 22-9-5-6(a)(1). The term is defined more broadly under federal law and includes, but is not limited to including an impairment of a major bodily function (i.e., reproductive system, endocrine system).

Disparate Impact – A type of discrimination claim where an otherwise facially neutral policy has a disproportionately adverse effect on a particular protected class relative to individuals who are not members of that protected class.

Disparate Treatment – The most common type of discrimination claim. This type of claim involves one person (e.g., the Complainant) alleging they have been treated less favorably than a similarly-situated person of a different protected class.

Jurisdiction – Term used to describe the subject matter over which ICRC has legal authority. ICRC has legal authority to investigate complaints alleging discrimination on the basis of race, color, national origin, ancestry, sex, disability, religion, veteran status*, active duty in the military*, and familial status* in the areas of employment, real estate, public accommodations, credit, and education. ICRC may also accept complaints alleging retaliation for having previously filed a complaint of discrimination with ICRC. ICRC may only investigate complaints filed within 180 days of the alleged discriminatory act (one year for housing cases). (* in limited circumstances)

No Probable Cause – Under the Indiana Civil Rights Law, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, there is not a fair probability an unlawful discriminatory practice occurred. This is the opposite of a Probable Cause finding.

VOCABULARY

No Reasonable Cause - Under the Fair Housing Act, a legal determination made by the Executive or Deputy Director finding there is a lack of facts sufficient for a reasonable person to believe an unlawful discriminatory practice occurred. This is the opposite of Reasonable Cause finding.

Pretext - A false reason or motive given to hide the actual or real reason for an action.

Probable Cause - Under the Indiana Civil Rights Law, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, there is a fair probability an unlawful discriminatory practice occurred. See 910 IAC 1-1.5-14. If such facts are found, a full evidentiary hearing must be held before an ALJ or the Commission to determine whether the Civil Rights Law has been violated.

Protected Class or Protected Status - A class of people who benefit from protection by statute, such as the Indiana Civil Rights Law which prohibits discrimination on the basis of race, color, national origin, ancestry, religion, sex, veteran status*, active duty in the military*, disability, age (not enforced by ICRC) and familial status (with respect to housing claims under the Indiana Fair Housing Act). (* in limited circumstances)

Public Accommodation - An establishment that offers its goods or services to the general public.

Reasonable Accommodation - Changes necessary to afford a person equal opportunity in employment, housing, education, and public accommodation. The Indiana Civil Rights Law and Fair Housing Act require employers, housing providers, educational institutions, and public accommodations to allow reasonable flexibility in policies when necessary.

Reasonable Cause - Under the Fair Housing Act, a legal determination made by the Executive or Deputy Director finding, based on the totality of the known circumstances, facts exists sufficient for a reasonable person to believe an unlawful discriminatory practice occurred. See 910 IAC 2-6-6(a). If such facts are found, a full evidentiary hearing must be held before an ALJ or the Commission to determine whether the Fair Housing Act has been violated.

Reasonable Modification - A necessary change to the physical structure of a domicile that permits equal access to a person with a disability. Such reasonable changes are required by the FHA.

Respondent - Any person against whom a complaint has been filed.

Similarly-Situated - An individual who is in substantially the same position as Complainant for purposes of comparing treatment. In the context of employment, this would mean a coworker who performed substantially the same type of job or committed a similar infraction. Similarly, in the context of housing, this might be a person who has the same qualifications for rental as Complainant (i.e., same income, same rental history, applying for same size unit)



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